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Oracle Global Human Resources Cloud 2020 Implementation
Essentials

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QUESTION 1

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles. There are assignment records of one or more employees associated with this grade

- A. Define Talent Profile Content > Manage Educational Establishments
- B. Define Talent Profile Content > Manage Content Subscribers
- C. Define Talent Profiles > Manage Profile Types
- D. Define Talent Profile Content > Manage Profile Content Items

Correct Answer: A

QUESTION 2

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Five types of Grade Ladders are available.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Grade Ladders are used to group grades or grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder can be created with a combination of both grades and grades with steps.

Correct Answer: BCD

QUESTION 3

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
- B. The Person Profile is not created for any of the employees in the new instance.
- C. The Refresh Manager Hierarchy process is not run in the instance.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.



Correct Answer: AD

QUESTION 4

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Deploy a Key Flexfield to capture the information.

Correct Answer: B

QUESTION 5

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons. Identify the three correct statements regarding Action Reasons. (Choose three.)

- A. Action Reasons can be user defined.
- B. Action Reasons are primarily used for analysis and reporting.
- C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.
- D. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

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